



LOCAL 1796 WILLIAM PATERSON UNIVERSITY

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Vice President of Negotiations/Chief Negotiator

Letter of Agreement Faculty Range Adjustment Checklist February 14, 2005

To promote amicable employer-employee relations, William Paterson University ("the University") and AFT Local 1796 ("the Union") agree to the following in regard to the Faculty Handbook Faculty Range Adjustment Policy:

1. The checklist will be modified as follows:
The current statement "Checklist Items (include in the following order)" will be changed to state "Required Checklist Items (include in the following order)".
2. The checklist will be modified in regard to items #4 and #5 to state the following:
 4. **Two Faculty Observations** within the previous four semesters of application.
(The semester in which the candidate applies is excluded.)
 5. **Two Student Evaluations** within the previous four semesters of application.
(The semester in which the candidate applies is excluded.) Evaluation forms used for faculty reappointment and promotion are required (brown scantron and numerical evaluation forms).
3. The Faculty and Staff Handbook Faculty Range Adjustment Program section IV. Procedures will be modified to correspond to Required Checklist Items #4 and #5 above.
4. The Faculty Range Adjustment Application Checklist will be included in the Faculty and Staff Handbook as part of policy.
5. The date of the revision is to be included on the checklist.

This agreement does not set a precedent. The parties agree to the substance and form of this agreement. The issues related to this agreement may not be pursued in any forum.



For the University

2-14-05

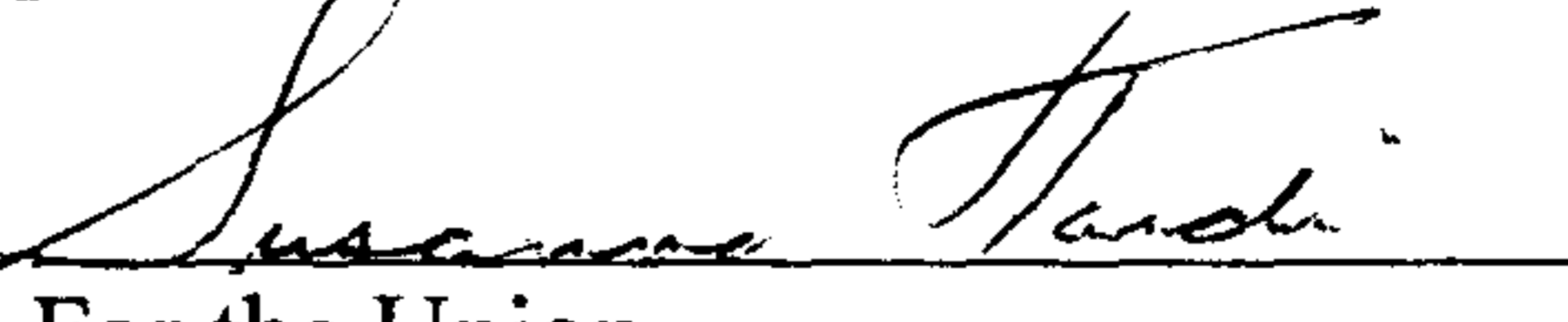
Date



For the University

2/14/05


Date



For the Union

2/15/05

Date



For the Union

2/15/05

Date